



Newport Beach Police Department **Police Officer** Orientation



TOPICS

Demographics

NBPD Background

Job Overview

Testing Process

Background Process



DEMOGRAPHICS

- **25.9 Square Miles of Land w/ over 63% being a Coastal Zone**
- **25.5 Square Miles of Ocean / Bay**
- **Six Miles of Beaches**
- **Population – Approximately 85,000**
 - **7.2 million visitors annually**
 - **Beach attendance averages 9.4 million annually**
- **Newport Harbor – The largest small craft harbor in the U.S. with over 9,500 boats**
- **Median Home Price - \$1.5 Million**



NEWPORT BEACH POLICE DEPARTMENT

Progressive Department

141 Police Officers

10 Reserve Officers

78 Full-Time Civilian Employees

Approximately 230 Total Employees

\$44.6 Million Budget

State of the Art Equipment



SPECIALIZED UNITS

- **Detectives**
Sex Crimes / Crimes Against Persons
Burglary / Fraud / Narcotics / Auto Theft
- **Traffic**
Accident Investigator / DUI Officer
- **School Resource Officer**
- **Hostage Negotiations Team**



Support Services Division

Personnel and Training

Computer Management

Dispatch / Communications

Records Management

Fiscal Services

Facility Management



WORK SCHEDULE

12 hr. Flex Schedule

16 days off a month / Seniority based

Dispatchers

Custody Officers

Motorcycle Officers

10 hr. Flex Schedule

13 days off a month / Seniority based

Patrol Officers

Detectives / Investigators

Bicycle Officers



POLICE OFFICER

ESSENTIAL JOB FUNCTIONS

- **Ability to Read and Write English**
- **Communicate Effectively**
Verbally and Written
- **Drive Safely – In Various Conditions**
- **Lift, Carry, Drag, Pull and Push Objects**
- **Stand, Walk, and Run for Extended Times**
- **Proficient Use of Firearms**
- **Maintain Composure and Judgment During
Emergency and Tense Conditions**

The badge is a circular gold-colored emblem. The outer ring contains the text "POLICE OFFICER" at the top and "NEWPORT BEACH POLICE" at the bottom, separated by four stars. The center of the badge features a detailed illustration of a police station building. The entire badge is set against a background of a stylized American flag with stars and stripes.

POLICE OFFICER

QUALIFICATIONS

- **High School Graduate or GED**
- **21 Years Old – at Appointment**
- **Valid California Driver's License**
- **No Felony (Misdemeanor – case by case basis) Convictions**
- **Vision Correctable to 20/20**
- **No Visible Tattoos** (case by case basis, as they must be covered by a bandage or clothing)
- **No Use of Tobacco Products** (once hired)



EMPLOYMENT AT NBPD

- **Sworn In – Probationary Officer
12 Months**
- **Field Training Program
3-6 Months
Different FTO Each Month**
- **Solo Patrol**



SALARY

Entry Level:

\$4695 Monthly

Academy Graduate:

\$5120 - \$7566 Monthly

Based upon experience and tenure

Lateral:

\$5120 - \$7566 Monthly

Based upon experience and tenure

Master Officer Program

-Program that provides additional pay based on years of sworn services and time in a specialty assignment at NBPD. Refer to Police Association MOU for details.



MASTER OFFICER

4 Steps Ranging From 5% - 20%

Master Officer 1 – 5% with 5 years
\$7,943 Monthly / \$95,326 Yearly

Master Officer 2 – 10% with 8 years
\$8,342 Monthly / \$100,110 Yearly

Master Officer 3 – 15% with 10 years
\$8,758 Monthly / \$105,102 Yearly

Master Officer 4 – 20% with 15 years
\$9,198 Monthly / \$110,385 Yearly



BENEFITS

- **All Uniforms Provided**
- **Bilingual Pay - \$200 Monthly**
- **5.5% for BA/BS**
- **6.5% for MA/MS**
- **110 Hrs / 3 Weeks - *Paid Leave* Yearly**
- **96 Hrs - *Paid Holiday Time* Yearly**
- **Group Health / Dental / Vision Plan**
 - Cafeteria Plan \$1324 per month
- **Deferred Compensation Plan**



RETIREMENT PLAN

California Public Employee's Retirement System (CalPERS)

- 2.7%@57 for new CalPERS Safety members hired 1/1/13 or after;
- 3%@55 for existing CalPERS members hired 1/1/13 or after with less than a six-month break in service;
OR
- 3%@55 for employees hired on 1/1/13 or after with current membership in a reciprocal CalPERS agency with less than a six-month break in service.

(Retirement formula and contributions to retirement costs are subject to change through the negotiations process with the Police Association).



TESTING PROCESS

WRITTEN EXAM (*Recruit Only*)

- Standardized multiple choice exam

PHYSICAL ABILITIES TEST

Five Events

- Obstacle Course (2:03 Max time)
- Weapon Simulation / Manual Dexterity
- Vehicle Push
 - 10 Feet in 10 Seconds
- 165 Pound Body Drag
 - 45 Feet in 16 Seconds
- 515 Yard Run (1:52 Max time)

ORAL INTERVIEW

- Conducted with a panel of raters



DRUG STANDARDS

- Marijuana / Ecstasy / GHB
No recreational use the last 2 years
- Cocaine / Methamphetamine
Heroin / Hallucinogens / LSD
Mushrooms / PCP
No recreational use the last 5 years
- Steroids (case by case basis)
- Recreational prescription drug use
(case by case basis)
- Intravenous Drug Use (including Steroids)
Never



California POST Investigation Guidelines

- **Moral Character** (Integrity & Impulse Control)
- **Handling Stress and Adversity** (Stress Tolerance, Overcoming Problems & Adversity)
- **Work Habits** (Dependability & Accountability)
- **Interaction with Others** (Interpersonal Skills)
- **Intellectually Based Abilities** (Judgment, Learning Ability and Communication Skills)



Background Investigation

Comprehensive Analysis of Applicant's Past History Including:

Credit History

Criminal History / L.E. Contacts

Driving Record

Military History

Civil Records Check

Past and Current Employers

Drug & Alcohol Abuse

Education

Reference / Neighbor Contacts



After a Successful Background Investigation

- Interview with Chief of Police

Conditional Offer of Employment

- Psychological Assessment
- Medical Examination

Regarding any medical or psychological questions, please refer to the California POST web site for specific standards. Background Investigators are prohibited from discussing medical and psychological concerns with the applicant prior to a conditional job offer.